

ARVIN SAHAYM

Professor

Huber Dean's Fellow in Entrepreneurship
Department of Management, Information Systems and Entrepreneurship
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Education

Doctor of Philosophy in Business Administration, 2007. University of Washington in Seattle, WA, U.S.A.

Dissertation Essays in Technology Strategy, and Entrepreneurship Areas.

Committee: Kevin Steensma, Warren Boeker, Suresh Kotha, and Jeffrey Barden.

Academic Positions

8/2020-Present Professor, Department of Management, IS, and Entrepreneurship, Washington State University, Pullman, WA.

7/2020-Present Huber Dean's Fellow in Entrepreneurship, Department of Management, IS, and Entrepreneurship, Washington State University, Pullman, WA.

8/2013-7/2020 Associate Professor, Department of Management, IS, and Entrepreneurship, Washington State University, Pullman, WA.

Summer 2014, Summer 2015 Adjunct Professor for *Summer Sessions* {Korea University International Summer Campus (KU ISC)} as part of *WSU Korea Program*.

8/2007-7/2013 Assistant Professor, Department of Management, IS, and Entrepreneurship, Washington State University, Pullman, WA.

9/2002-7/2007 Graduate Assistant, University of Washington, Seattle, WA.

Research Interests

1. How high technology characteristics interact with governance modes and enable value creation?
2. How the interplay between modes of entrepreneurial finance and human capital affects venture performance?

Journal Publications

[‡] Denotes student co-author. * Denotes equal contributions.

Journal Rankings from 2019, Clarivate ISI (5-Year) Impact Factors.

22. [‡]Srivastava, S., Sahaym, A., Allison, T.H. 2020. Alert and Awake: The Role of CEO Alertness and Attention on Rate of New Product Introduction. *Journal of Business Venturing*. <https://doi.org/10.1016/j.jbusvent.2020.106023> (WSU Journal Category: A; Financial Times Top 50 Journal; 5 Year Journal Impact Factor = 10.79)
21. [‡]Loi, T. I., Kuhn, K., Sahaym, A., Butterfield, K. D., Tripp, T. M. 2019. From helping hands to harmful acts: when and how employee volunteering promotes workplace deviance. *Journal of Applied Psychology*. <https://psycnet.apa.org/doi/10.1037/apl0000477>
<https://psycnet.apa.org/record/2020-00473-001>
(WSU Journal Category: A; Financial Times Top 50 Journal; 5-Year Impact Factor: 7.508)
20. Sahaym, A., [‡]Datta, A., [‡]Brooks, S. 2019. Crowdfunding Success through Social Media: Going beyond Entrepreneurial Orientation in the Context of Small and Medium-sized Enterprises. *Journal of Business Research*. (WSU Journal Category: A-; 5-Year Impact Factor: 4.747)
19. Boeker, W., Basu, S., Howard, M. and Sahaym, A. 2019. Informal Knowledge Sources, Digital Technologies, and Innovation in Entrepreneurial Ventures. *Journal of Business Research*. (WSU Journal Category: A-; 5-Year Impact Factor: 4.747)
Winner of KSG Entrepreneurship Research Award 2018 with the best paper prize money of 2,000 Euro at Stuttgart, Germany (<https://www.fgf-ev.de/en/g-forum-2018-stuttgart-germany/>;
<https://www.fgf-ev.de/en/awards-2018-2/>)
18. [‡]Saldanha, T., Sahaym, A., Mithas, S., Andrade Rojas, M. G., Kathuria, A., Lee, H. 2019. An empirical examination of the role of enterprise social systems in firm innovation: A contingency perspective. *Information Systems Research*. (WSU Journal Category: A; Financial Times Top 50 Journal; 5 Year Journal Impact Factor: 6.069)
17. Chan, C.S., Parhankangas, A., Sahaym, A., [‡]Oo, P. 2019. Diffusion of information or responsibility? Contingent effects of social influence on crowdfunding contributions. *Journal of Business Venturing*. (WSU Journal Category: A; Financial Times Top 50 Journal; 5 Year Journal Impact Factor: 10.79)
16. [‡]Oo, P., Allison, T.H., Sahaym, A., [‡]Juasrikul, S. 2019. Crowdfunding performance of user entrepreneurs: Signaling, passion, and social identity theories. *Journal of Business Venturing*. (WSU Journal Category: A; Financial Times Top 50 Journal; 5 Year Journal Impact Factor = 10.79)
15. [‡]Juasrikul, S., Sahaym, A., [‡]Yim, H.S., [‡]Liu, R.L. 2018. Do Cross-Border Alliances with MNEs from Developed Economies Create Firm Value for MNEs from Emerging Economies? *Journal of Business Research*. (WSU Journal Category: A-; 5-Year Impact Factor: 4.747)

14. [‡]Datta*, A., Sahaym, A., [‡]Brooks, S. 2018. Unpacking the antecedents of crowdfunding campaign success: the effects of social media and innovation orientation. *Journal of Small Business Management*. (WSU Journal Category: A-; 5-Year Impact Factor: 3.12)
13. [‡]Creek, S.A., Kuhn, K.M., Sahaym, A. 2017. Board Diversity and Employee Satisfaction: The Mediating Role of Progressive Programs. *Group & Organization Management*. (WSU Journal Category: A-; 5-Year Impact Factor: 4.709)
12. [‡]Galloway, T. L., [‡]Miller, D. R., Sahaym, A., Arthurs, J. D. 2017. Exploring the innovation strategies of young firms: Corporate venture capital and venture capital impact on alliance innovation strategy. *Journal of Business Research*, 71, 55-65. (WSU Journal Category: A-; 5-Year Impact Factor: 4.747)
11. Sahaym, A., [‡]Cho, S. Y., [‡]Kim, S., [‡]Mousa, F. 2016. Mixed blessings: How Top Management Team Heterogeneity and Governance Structure Influence the Use of Corporate Venture Capital by Post-IPO Firms. *Journal of Business Research*, Volume 69, Issue 3, March 2016, Pages 1208–1218. (WSU Journal Category: A-; 5-Year Impact Factor: 4.747)
10. Sahaym, A., Howard, M., Basu, S., and Boeker, W. 2016. A Parent's Legacy: Firm Founders and Technological Choice. *Journal of Business Research*. 69 (8), pp. 2624–2633. (WSU Journal Category: A-; 5-Year Impact Factor: 4.747)
9. Basu, S., Sahaym, A., Howard, M., and Boeker, W. 2015. Parent Inheritance, Founder Expertise, and Venture Strategy: Determinants of New Venture Knowledge Impact. *Journal of Business Venturing*. (Corresponding Author) (WSU Journal Category: A; Financial Times Top 50 Journal; 5 Year Journal Impact Factor: 10.79)
8. John Mariadoss, B., Milewicz, C., [‡]Lee, S.Y., Sahaym, A. 2014. A Model and Empirical Test of Drivers and Outcomes of Salesperson Competitive Intelligence Capability. *Industrial Marketing Management*, 43 (1), pp. 136–145. (WSU Journal Category: A-; 5 Year Journal Impact Factor: 5.088)
7. Sahaym, A., and [‡]Nam, D. 2013. International Diversification of the Emerging-Market Enterprises: A Multi-Level Examination. *International Business Review*, 22(2), 421-436. (WSU Journal Category: A-; 5-Year Impact Factor: 4.030)
6. [‡]Kim, S. K., Arthurs, J., Sahaym, A., Cullen, J.C. 2013. Search Behavior and Technological Capital of the Diversified Firm: The Impact of Fit on Innovation. *Strategic Management Journal*. 34 (8): 999–1009. (WSU Journal Category: A; Financial Times Top 50 Journal; 5-Year Impact Factor: 5.572)
5. Sahaym, A. 2013. Born with a silver spoon of legitimacy but struggling for identity? The paradox of emerging spin-offs in a new sector. *Journal of Business Research*, 66 (11), 2210-2217. (WSU Journal Category: A-; 5-Year Impact Factor: 4.747)

4. Sarker, S., Sarker, S., Sahaym, A., Bjørn-Andersen, N. 2012. Exploring Value Co-Creation in Relationships between an ERP Vendor and its Partners: A Revelatory Case Study. *MIS Quarterly*, 36 (1), pp. 317-338. (WSU Journal Category: A; Financial Times Top 50 Journal; 5 Year Journal Impact Factor: 9.608)
3. Sahaym, A., Trevino, L. and Steensma, H. K. 2012. The Influence of Managerial Discretion, Innovation and Uncertainty on Export Intensity: A Real Options Perspective. *International Business Review*, 21(6), 1131-1147. (WSU Journal Category: A-; 5 Year Journal Impact Factor: 4.030)
2. Sahaym, A., Steensma, H. K., and Barden, J. 2010. The Influence of R&D Investment on the Use of Corporate Venture Capital: An Industry-Level Analysis. *Journal of Business Venturing*, 24, pp. 376-388. (WSU Journal Category: A; Financial Times Top 50 Journal; 5 Year Journal Impact Factor: 10.79)
1. Sahaym, A., Steensma, H. K., and Schilling, M. 2007. The Influence of Information Technology on the Use of Loosely Coupled Organizational Forms: An Industry-Level Analysis. *Organization Science*, 18 (5), pp. 865-880. (WSU Journal Category: A; Financial Times Top 50 Journal; 5 Year Journal Impact Factor: 5.614)

Journal Submissions in Advanced Stage (2nd or 3rd Round), and Revise and Resubmit

3. [†]Loi, T. I., Kuhn, K., Butterfield, K. D., Tripp, T. M., Sahaym, A. 2020. When and How OCBs Harm Subsequent Job Performance: A Dual-Stage Model of Regulatory Depletion Effects. 2nd round of Revise & Resubmit at *Human Performance*. (WSU Journal Category: A-)
2. Sahaym, A., Vithayathil, J., Sarker, S., Sarker, S., Bjørn-Andersen, N. 2020. Value Destruction in Technology Alliances: An Economic Game Theoretic Perspective in Combination with Evidence from a Revelatory Case Study. 2nd round of Revise & Resubmit at *Information Systems Research*. (WSU Journal Category: A; Financial Times Top 50 Journal)
1. [†]Nam, D., Sahaym, A., Arthurs, J., and Cullen, J. 2020. Resource Dependence and Institutional Environment: A Cross Level Analysis on Emerging Market MNCs. Reject & Resubmit at *Strategic Management Journal*. (WSU Journal Category: A; Financial Times Top 50 Journal)

Journal Submissions under Review

8. Sahaym, A., Chowdhury, J., [†]Mousa, F., [†]Simha, A. 2020. Board Members with Capital or Self-interested Agents? Board of Directors' Pay-Performance in High Technology Sectors. *British Journal of Management* (WSU Journal Category: A-)
7. OO, P.P., Jiang, L., Sahaym, A., Parhankangas, A., Chan, R. 2020. Narrative intents and their fundraising implications: A speech act approach. *Management Science* (WSU Journal Category: A)

6. Andrade, Rojas M. G., Kathuria, A., Sahaym, A. 2020. Information Management Capability, R&D and Marketing Effects on Competition Networks. Under Review at *Production and Operations Management* (WSU Journal Category: A)
5. [‡]Taylor, J., Joshi, K.D., Saldanha, T., Sahaym, A. 2020. IT Administration Matters: Going Beyond IT Flexibility in Understanding the Usage of Information Technology Crowdsourcing. Under Review at *MIS Quarterly* (WSU Journal Category: A)
4. [‡]Mousa, F., Sahaym, A., Chowdhury, J., and [‡]Simha, A. 2019. Does TMT Compensation mediate the relationship between CEO pay and firm performance? A replicative study. Rejected at 2nd review at *Strategic Management Journal*, and *Organization Science*; submitted to *Business Research Quarterly*. (All the authors contributed equally) (WSU Journal Category: A-)
3. [‡]Taylor, J., Sahaym, A., Vithayathil, J. 2018. Do Powerful Technology Leaders Make a Difference in Firm Performance? Under Review at *Information Technology & People* (WSU Journal Category: B+)
2. [‡]Cho, S. Y., Arthurs, J. D., Sahaym, A., Bacon-Gerasymenko, V., & Cullen, J. 2018. An examination of acquirer's alliance experience and target firms' characteristics on acquisition performance. Rejected from *Strategic Management Journal*, *Organization Science*, and *Strategic Organization*; submitted to *Journal of Business Research*. (WSU Journal Category: A-)
1. [‡]Gustafson, B., Sahaym, A., Johnson, J., Cullen, J. 2018. The Effect of an Institutional Climate for Entrepreneurship on National Innovation. Under Review at *Journal of World Business*. (WSU Journal Category: A)

Works-In-Progress for Journal Submission

4. Lahiri, A., Sahaym, A., [‡]Baid, C., Fisher, G. 2019. When the going gets tough: New venture legitimacy buffering to mitigate product development failure. Original manuscript got rejected at *Academy of Management Journal*, currently incorporating reviewers' advice, and targeting *Strategic Management Journal*. (WSU Journal Category: A)
3. Andrade Rojas, M. G., Kathuria, A., Sahaym, A., Farhoomand, A. 2019. Information management capability, R&D and marketing effects on competition networks. Original manuscript got rejected at *Information Systems Research*, currently incorporating reviewers' advice, and targeting *Strategic Management Journal*. (WSU Journal Category: A)
2. [‡]Creek, S.A., Allison, T., Sahaym, A. 2019. Lucrative Legitimacy: Media Influence on the Public Perception of Elite Crowdfunding Campaigns. Original manuscript got rejected at *Journal of Business Venturing*, currently incorporating reviewers' advice, and targeting *Entrepreneurship Theory & Practice*. (WSU Journal Category: A)
1. [‡]Cho, S.Y., Sahaym, A., Lee, G., Howard, M.D. 2018. Are celebrity CEOs better innovators? The influence of CEO celebrity status on innovation performance. Original manuscript got

rejected at *Strategic Management Journal*, currently incorporating reviewers' advice, and targeting *Organizational Science* (WSU Journal Category: A)

Book Chapter(s)

1. [‡]Srivastava, S., [‡]Oo, P. P., Sahaym, A., Allison, T. H. 2018. Kickstart or Jumpstart: The Role of Passion, Self-efficacy, and Prior-experience in Women Entrepreneurs' Success in Crowdfunding, in *Candida Brush and Patricia Greene (eds.)*, *Entrepreneurial Identity*: Edward Elgar Publishing

AOM Best Paper Proceedings (top 10%) and Proceedings from other Major Conferences

20. Lahiri, A., Sahaym, A., [‡]Baid, C., Fisher, G. 2019. When the going gets tough: New venture legitimacy buffering to mitigate product development failure. *Best Paper Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management*

19. [‡]Creek, S.A., Allison, T. H., Sahaym, A., Hmieleski, K., [‡]Maurer, J.D. 2019. The dark triad and entrepreneurial fundraising: A comparison of rewards-based and equity-based crowdfunding campaigns. *Academy of Management Proceedings 2019*

18. [‡]Kim, S.K., Sahaym, A., Cullen, J.B. 2018. Differentiation Strategy and Performance of New Venture in the Context of IPO. *Academy of Management Proceedings* (1), 2731

17. [‡]Maleki, A.H., Cullen, J.B., Sahaym, A. 2018. Social Trust, Trust in Governments and Entrepreneurial Intentions: a Cross-National Analysis. *Academy of Management Proceedings 2018* (1), 10899

16. [‡]Brooks, S., [‡]Datta, A., Sahaym, A. 2017. Role of Entrepreneurial Orientation and Social Media on New Product Creation: A Socialnomics View. *Academy of Management Annual Meeting*, 111915;doi:10.5465/AMBPP.2017.111915abstract

15. [‡]Creek, S.A., Skilton, P., Sahaym, A. 2017. Alliance Networks in Emerging Economies: The Impact of Centrality on Stock Market Performance. *Academy of Management Annual Meeting*, 14257;doi:10.5465/AMBPP.2017.14257abstract

14. Boeker, W., Howard, M., Basu, S., and Sahaym, A. 2016. The Influence of Founder Collaborations on Venture Knowledge Quality. In *Best Paper Proceedings of the Seventy-Sixth Annual Meeting of the Academy of Management*. 2016 (1), 18220
Distinguished Paper Award at the AOM 2016 (http://strdiv.org/?page_id=106): *The Distinguished Paper Award goes to Annual Meeting submissions that reviewers rated in the top 1%*.

13. [‡]Creek, S.A., Sahaym, A. 2015. Crowdfunding: A moral legitimacy view of the impact of founder and project characteristics on funding performance. *Frontiers of Entrepreneurship Research, Babson College Entrepreneurship Research Conference 35* (2), 7

12. †Oo, P.P., †Juasrikul, S., Sahaym, A., Allison, T.H. 2015. Crowdfunding performance of user entrepreneurs: Signaling, passion, and social identity theories. *Frontiers of Entrepreneurship Research, Babson College Entrepreneurship Research Conference* 35 (2), 15
11. †Juasrikul, S., †Rahman, Z., Sahaym, A. 2015. The Signal of Home and Host Legitimacy from Board of Directors: Evidence from Chinese IPOs in US. *Academy of Management Proceedings* 2015 (1), 15438
10. †Oo, P.P., Sahaym, A., †Juasrikul, S., †Lee S-Y. 2015. Entrepreneurship Education and Entrepreneurial Activity: The Contingent Role of National Culture. In *Academy of Management Proceedings* doi:10.5465/AMBPP.2015.15332abstract
9. Sahaym, A., Vithayathil, J., Sarker, S., Sarker, S., Bjørn-Andersen, N. 2015. A Game Theoretic View of Value Destruction in Entrepreneurial Alliances: A Revelatory Case Study. *Academy of Management Annual Meeting*, 2015:1 18588; doi:10.5465/AMBPP.2015.18588abstract
8. †Maurer, J.D., Sahaym, A. 2015. Liftoff? The impact of entrepreneur and venture sources of legitimacy on funding performance in the private spaceflight industry (summary). *Frontiers of Entrepreneurship Research, Babson College Entrepreneurship Research Conference*, 35 (1), 6
7. †Cho, S.Y., Arthurs, J.D., Sahaym, A., Cullen, J. 2014. The Impact of Strategic Alliance Experience on Acquisition Premiums and Post-Acquisition Performance. In *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 12441)
6. †Noack, D., †Miller, D.R., †Neale, N., Sahaym, A., Arthurs, J.D. 2013. Founding Team Ownership Distribution: Perceived Justice and Commitment. *Frontiers of Entrepreneurship Research, Babson College Entrepreneurship Research Conference*, 33(9), 5
5. †Chastagner, K., Sahaym, A., †Kim, S. 2013. International acquisitions: The role of knowledge breadth, uncertainty, and culture. *Academy of Management Global Proceedings*, aomafr.2012.0156; doi:10.5465/aomafr.2012.0156
4. †Juasrikul, S., Sahaym, A., Neale, N.R., †Chastagner, K. 2013. When Being Stuck in the Middle Hurts: The Effect of Culture and Institutions on Entrepreneurship. In *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 17214)
3. Sahaym, A., †Cho, S.Y., †Kim, S. K., Mousa, F.T. 2012. TMT Heterogeneity and Ownership: Mixed Blessings for Corporate Venturing by Young Firms? *Academy of Management Proceedings* (Vol. 2012, Issue 1, p. 17955)
2. Sahaym, A., Steensma, H. K. 2007. The role of industry context and managerial discretion in strategic renewal through corporate venture capital. In George T. Solomon

(Ed.), *Best Paper Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643

1. Sahaym, Arvin. 2005. Spin-out formation and performance from the lens of dynamic capabilities and social capital theory. In K. Mark Weaver (Ed.), *Best Paper Proceedings of the Sixty-Fifth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643

Refereed Conference Presentations

46. [‡]Mousa, F., Sahaym, A., Chowdhury, J., [‡]Simha, A., Sahaym, J. 2020. Board Members with Capital or Self-interested Agents? BOD Pay-Performance in High Technology Sectors. Submitted to the 80th Annual Meeting of the Academy of Management, 7-11 August 2020, in Vancouver, BC, Canada.

45. [‡]Yu, H., Sahaym, A. 2020. Regaining Legitimacy after a Crisis: Governance Strategies and Their Impact on Firm Performance. Submitted to the 80th Annual Meeting of the Academy of Management, 7-11 August 2020, in Vancouver, BC, Canada.

44. [‡]Baid, C., Sahaym, A., Allison, T.H. 2020. When providing support can be self-destructive: Effect of financial slack on backer sentiments. Submitted to the 80th Annual Meeting of the Academy of Management, 7-11 August 2020, in Vancouver, BC, Canada.

43. [‡]Oo, P., Chan, C.S., Jiang, L., Parhankangas, A., Sahaym, A. 2020. The Intention Behind the Content? The Role of Linguistic Speech Acts in Crowdfunding Campaign Success. Submitted to the 2020 Strategic Management Society Special Conference in Hangzhou.

42. [‡]Creek, S.A., Allison, T. H., Sahaym, A., Hmieleski, K., [‡]Maurer, J.D. 2019. The Dark Triad and Entrepreneurial Crowdfunding: A Comparison of Rewards-Based vs Equity Campaigns. *Academy of Management Annual Meeting*

41. Lahiri, A., Sahaym, A., [‡]Baid, C., Fisher, G. 2019. When the going gets tough: New venture legitimacy buffering to mitigate product development failure. *Best Paper Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management*

40. [‡]Kim, S.K., Sahaym, A., Cullen, J.B. 2018. Differentiation Strategy and Performance of New Venture in the Context of IPO. *Academy of Management Meeting*

39. [‡]Maleki, A.H., Cullen, J.B., Sahaym, A. 2018. Social Trust, Trust in Governments and Entrepreneurial Intentions: a Cross-National Analysis. *Academy of Management Meeting*

38. [‡]Creek, S.A., Skilton, P., Sahaym, A. 2017. Alliance Networks in Emerging Economies: The Impact of Centrality on Stock Market Performance. *Academy of Management Annual Meeting*, 14257;doi:10.5465/AMBPP.2017.14257abstract

37. [‡]Brooks, S., [‡]Datta, A., Sahaym, A. 2017. Role of Entrepreneurial Orientation and Social Media on New Product Creation: A Socialnomics View. *Academy of Management Annual Meeting*, 111915;doi:10.5465/AMBPP.2017.111915abstract
36. Boeker, W., Howard, M., Basu, S., Sahaym, A. 2016. The Influence of Founder Collaborations on Venture Knowledge Quality. *Academy of Management Annual Meeting*, Distinguished Paper Award at the AOM 2016 (http://strdiv.org/?page_id=106)
35. [‡]Creek, S.A., Sahaym, A., Allison, T., [‡]Oo, P., [‡]Maurer, J.D. 2016. Offline Social Networks and Online Crowdfunding Performance. Paper presented at the *Babson College Entrepreneurship Research Conference*, Bodø, Norway.
34. [‡]Creek, S.A., Skilton, P., Sahaym, A. 2016. How Does Network Centrality Affect Stock Market Performance in Emerging Economies? Paper presented at the Southern Management Association Annual Meeting, Charlotte, NC.
33. [‡]Maurer, J.D., [‡]Creek, S.A., [‡]Oo, P. P., Bendickson, J., Sahaym, A., Allison, T. 2016. Together Is Better: The Interplay Of Heuristics And Systematic Processing On Crowdfunders' Decisions. Paper presented at the *Babson College Entrepreneurship Research Conference*, Bodø, Norway.
32. [‡]Maurer, J.D., Sahaym, A. 2015. Liftoff? The impact of entrepreneur and venture sources of legitimacy on funding performance in the private spaceflight industry (summary). *Frontiers of Entrepreneurship Research, Babson College Entrepreneurship Research Conference*, 35 (1), 6
31. [‡]Maurer, J.D., [‡]Creek, S.A., [‡]Oo, P., Bendickson, J., Liguori, E., Sahaym, A. 2015. Signals To The Crowd: The Effects Of Observed Affiliations On Crowdfunding Success. *Babson College Entrepreneurship Research Conference*
30. Sahaym, A., Vithayathil, J., Sarker, S., Sarker, S., Bjørn-Andersen, N. 2015. A Game Theoretic View of Value Destruction in Entrepreneurial Alliances: A Revelatory Case Study *Academy of Management Annual Meeting*, Vancouver, BC, Canada, August, 2015.
29. [‡]Creek, S.A., Sahaym, A. 2015. Crowdfunding: a moral legitimacy view of the impact of founder and project characteristics on funding performance. *Frontiers of Entrepreneurship Research, Babson College Entrepreneurship Research Conference* 35 (2), 7
28. [‡]Oo, P.P., [‡]Juasrikul, S., Sahaym, A., Allison, T.H. 2015. Crowdfunding performance of user entrepreneurs: signaling, passion, and social identity theories. *Frontiers of Entrepreneurship Research, Babson College Entrepreneurship Conference* 35 (2), 15
27. [‡]Oo, P.P., Sahaym, A., [‡]Juasrikul, S., [‡]Lee S-Y. 2015. Entrepreneurship Education and Entrepreneurial Activity: The Contingent Role of National Culture. *Academy of Management Annual Meeting*, Vancouver, BC, Canada, August, 2015.

26. †Juasrikul, S., †Rahman, Z., Sahaym, A. 2015. The Signal of Home and Host Legitimacy from Board of Directors: Evidence from Chinese IPOs in US. *Academy of Management Annual Meeting*, Vancouver, BC, Canada, August, 2015.
25. †Creek, S.A., †Oo, P.P., †Maurer, J.D., Allison, T., Sahaym, A. 2015. Offline Social Networks and Online Crowdfunding Performance. *Babson College Entrepreneurship Research Conference*
24. †Juasrikul, S., Arthurs, J. D., †Lee, S.Y., †Lee, G., Sahaym, A. 2014. Former Chinese Government Officials on Board of Directors and Cross-Border IPO Performance in US. *Academy of Management Annual Meeting*, Philadelphia, PA, USA (could not list myself as an author due to rule of 3)
23. †Cho, S. Y., Arthurs, J. D., Sahaym, A., Cullen, J. 2014. The Impact of Strategic Alliance Experience on Acquisition Premiums and Post-Acquisition Performance *Academy of Management Annual Meeting*, Philadelphia, PA, USA, August, 2014.
22. †Lee, S.Y., Sahaym, A., Cullen, J.B., †Juasrikul, S. 2014. Family capital and the modes of entry into entrepreneurship: The Contingent Role of National Culture. *Academy of Management Annual Meeting*, Philadelphia, PA, USA, August, 2014.
21. †Juasrikul, S., †Rahman, Z., Sahaym, A. 2014. Can You Hear Me Now? The Signal of Home versus Host Organizational Legitimacy. Paper was accepted to present at *Strategic Management Society 2014*, Madrid, Spain.
20. †Juasrikul, S., Sahaym, A., †Neale, N.R., †Chastagner, K. 2013. When Being Stuck in the Middle Hurts: The Effect of Culture and Institutions on Entrepreneurship. *Academy of Management Annual Meeting*, Orlando, FL
19. †Galloway, T.L., †Miller, D.R., Sahaym, A., Arthurs, J.D. 2013. The Impact of Corporate Venture Capital Investments on IPO Firm Alliance Management Capabilities. *Academy of Management Annual Meeting*, Orlando, FL
18. Sahaym, A., †Cho, S.Y., †Kim, S. K., Mousa, F.T. 2012. TMT Heterogeneity and Ownership: Mixed Blessings for Corporate Venturing by Young Firms? *Academy of Management Annual Meeting*, Boston, MA
17. †Galloway, T.L., Sahaym, A., †Miller, D.R., Arthurs, J.D. 2012. Young firms under transition: The influence of governance on alliances. Presented at the Babson College of Entrepreneurial Research Center Conference, June 7-9, 2012, Fort Worth, TX
16. Boeker, W., Basu, S., Howard, M., Sahaym, A. 2011. Geographic and Technological Proximity and the Quality of Knowledge of New Ventures. *Academy of Management Annual Meeting*, San Antonio, TX

15. [‡]Chastagner, K., Sahaym, A. 2011. Foreign Direct Investment and Firm Innovation: The Role of the Institutional Environment and Absorptive Capacity. *Academy of Management Annual Meeting*, San Antonio, TX
14. Howard, M., Boeker, W., Basu, S., Sahaym, A. 2011. Geographic Brotherly Love or Sibling Rivalry: Genealogical Ventures from Common Organizational Parents. *Academy of Management Annual Meeting*, San Antonio, TX
13. Sahaym, A., [‡]Kim, S. K., Mousa, F. T., Arthurs, J.A. 2011. Young Firms' Resources and Their Boundary Choices in the Face of Environmental Contingencies. *Academy of Management Annual Meeting*, San Antonio, TX
12. Boeker, W., Basu, S., Howard, M., Sahaym, A. 2010. Knowledge Inheritance and the Quality of Knowledge of New Ventures. *Academy of Management Annual Meeting*, Montreal, Canada
11. [‡]Kim, S. K., Arthurs, J., Sahaym, A., Cullen, J.C. 2010. Search Behavior and Technological Capital of the Diversified Firm: The Impact of Fit on Innovation. *Academy of Management Annual Meeting*, Montreal, Canada
10. Sahaym, A., Howard, M., Boeker, W., Basu, S. 2009. A Parent's Legacy: Firm Founders and Technological Choice. *Academy of Management Annual Meeting*, Chicago, IL
9. Sahaym, A., [‡]Nam, D. 2009. Exploring the Role of Firm Capabilities and Institutional Environment in the International Market Entry of Firms from Emerging Economies. Annual Meeting of the Academy of International Business, San Diego, CA
8. Sahaym, A. 2008. An Empirical Investigation of the Role of Supportive Parent in Managing Spinning-off Process and Facilitating Identity Change. *Academy of Management Annual Meeting*, Anaheim, CA
7. Sahaym, A., Steensma, H. K. 2007. The role of industry context and managerial discretion in strategic renewal through corporate venture capital. *Academy of Management Annual Meeting*, Philadelphia, PA
6. Sahaym, A., Steensma, H. K. 2007. A contingency perspective on the influence of uncertainty of industry exports. *Academy of Management Annual Meeting*, Philadelphia, PA
5. Sahaym, A., Steensma, H. K., Schilling, M. 2006. The influence of information technology on the use of loosely coupled organizational forms: An industry-level analysis. *Academy of Management Annual Meeting*, Atlanta, GA
4. Basu, S., Sahaym, A. 2006. A theory of spin-out emergence and effects using a dynamic capability perspective. *Academy of Management Annual Meeting*, 2006, Atlanta, GA

3. Sahaym, A. 2005. Spin-out formation and performance from the lens of dynamic capabilities and social capital theory. *Academy of Management Annual Meeting*, Honolulu, HI
2. Sahaym, A. 2005. New ventures and ambidextrous firms from the lens of capabilities, economics and evolutionary theory. *Academy of Management Annual Meeting*, Honolulu, HI
1. Sahaym, A. 2004. The role of environmental forces in spin-out formation: A study from the lens of Austrian Economics. *Academy of Management Annual Meeting*, New Orleans, LA

Teaching Experience

Washington State University, Pullman, WA

- **Ph.D. Seminars**
 1. Strategic Management Ph.D. seminar (2013, 2015, 2017, 2019)
 2. Entrepreneurship Ph.D. seminar (2014, 2016, 2018)
 3. Organization Theory Ph.D. seminar (2011)
 - Overall Cumulative Assessment of Instructor's Contribution to Ph.D. Seminars averages about 3.85+ out of 4.0; 4.8+/5 (outstanding)
- **MBA Core:**
 1. Strategy Formulation & Organization Design
 - Overall Cumulative Assessment of Instructor's Contribution averages about 3.7+/4; 4.7+/5.0
 - **AWARD:** 2016 Outstanding Pullman MBA Faculty Award
- **Undergraduate**
 - Capstone: Business Strategy and Policy;
 - Overall Cumulative Assessment of Instructor's Contribution averages about 3.7+/4
 - Innovation and Change Management;
 - Overall Cumulative Assessment of Instructor's Contribution averages about 3.7+/4, 4.6+/5
- **Online Undergraduate**
 - Ongoing at present (Spring 2018): Business Strategy and Policy

University of Washington, Seattle, WA

- Spring 2003 to Spring 2007: 7 Quarters of Teaching Experience
 - Corporate Strategy and Governance Courses
 - Overall Cumulative Assessment of Instructor's Contribution to Courses averages about 4.2+ out of 5.0 (excellent among doctoral students)

Thunderbird School of Global Management, Glendale, AZ

- Teaching Assistant for Global Strategy (MBA Capstone Course),

- Teaching Assistant for Risk Management Course

Professional Activities

Reviewer service:

Formal:

Editorial Review Board, *Journal of Business Venturing*, 2017 to present. (WSU Journal Category: A)

Award: *Best Reviewer Award from the Entrepreneurship Division 2013 Academy of Management Annual Meeting*, Orlando, FL

Informal (Ad Hoc basis):

1. Organization Science (A journal, Ad Hoc reviewer),
2. Strategic Management Journal (A journal, Ad Hoc reviewer),
3. MIS Quarterly (A journal, Ad Hoc reviewer),
4. Journal of Business Research (A- journal, Ad Hoc reviewer),
5. European Journal of Information Systems (A- journal, Ad Hoc reviewer)
6. International Business Review (A- journal, Ad Hoc reviewer)
7. Global Business and Finance Review (Ad hoc reviewer)
8. Academy of Management Conference (Ad Hoc reviewer)

Department service

1. Serving the department as the Ph.D. Program Coordinator for Management area (2013- Present)
2. Facilitated in the development of the “Innovation and Change Management” track and the course of the same title
3. Member of the (Job) Search Committee for Strategy area that hired Tom Allison, Leah Shepherd, Amrita Lahiri, and Ben Warnick
4. Member of the Research Sub-committee at department
5. Member of the Search Committee for Entrepreneurship/ Strategy area for Vancouver campus
6. Served as Course Equivalency Coordinator for Management and Entrepreneurship courses

College service

1. Serving as a member of Doctoral Program and Policies Committee (2012- Present)
2. Serving as an International Business Fellow (2012- Present)
3. Serving as a member of Research Committee (2008- Present)
 - a. Have been serving this committee’s predecessor committee since 2008- 2009—it used to identify faculty’s needs for Databases (e.g., WRDS)
4. Serving as a member of Staff Professional Development Plan Committee (2018)

University service

1. Served the WSU Faculty Senate as one of the two Senators from College (2013-2016)
2. Served as a member of the Dean Search Committee that successfully concluded the search with the appointment of Prof. Chip Hunter as our Dean (2015-2016)
3. Served as a member of Faculty Affairs Committee in Senate (2015-2016)
4. Serving as a member of University-level 'Innovation and Entrepreneurship Award' Committee under the Office of Provost, WSU (<https://provost.wsu.edu/awards/innovation-entrepreneurship-award/> 2017-Present)

Professional Memberships/ Service

1. Editorial Review Board, Journal of Business Venturing, (WSU Journal Category: A)
2. Entrepreneurship Division of Academy of Management. (2002 - Present).
3. Strategic Management Division of Academy of Management. (2002 - Present).
4. Technology and Innovation Management Division of Academy of Management. (2002 - Present).

Development Activities Attended

1. Seminar, "Harvard Case Method Teaching Seminar." (2013).
2. Workshop, "WSU Provost's Leadership Academy (2012 Cohort Group)," WSU.

Ph.D. Students Supervised

Dissertation Committee *Chair*:

1. Sakdipon Juasrikul—Lecturer and the Center Director of IDE Center, UTCC (Fall 2016)
2. Pyayt Oo—Assistant Professor, Central Michigan University (Fall 2017)
3. Steven Creek—Assistant Professor, Appalachian State University (Fall 2018)
4. Joshua Maurer—Assistant Professor, Truman State University (Fall 2018)
5. Zafrin Rahman—Faculty, Portland State University (Fall 2018)
6. Smita Srivastava (class of 2020)
7. Chandresh Baid (class of 2020)
8. Gurdeep Singh Raina (class of 2022)
9. Huizhi Yu (class of 2022)

Dissertation Committee *Co-chair* (with Prof. John Cullen):

1. Kevin Chastagner, Ph.D. 2012—Assistant Professor at Peking University HSBC Business School, China
2. Diane Nelson—Adjunct faculty, WSU

Dissertation Committee *Member*:

1. Sam Cho—Assistant Professor at Oregon State University
2. Tera Galloway—Assistant Professor at Illinois State University, Normal, IL
3. Sang-Youn Lee—Assistant Professor at Sungkonghoe University, Korea

4. Sang Kim—Assistant Professor at Sungkyunkwan University, Korea
5. Dustin Smith—Assistant Professor at Webster University, St. Louis, Missouri
6. Doug Miller—Assistant Professor at Virginia Commonwealth University
7. David Noack—Assistant Professor, Weber State University
8. Joseph Taylor—Assistant Professor, Sacramento State University, CA
9. Nari Kim—Post Doctoral Fellow, Wharton
10. Amir Maleki—Assistant Professor, University of Wisconsin, Oshkosh (2018)
11. Edwin Sanusi—Assistant Professor, SolBridge International School of Business, Daejeon, South Korea
12. Sean Yim—Assistant Professor of Marketing, Penn State Behrend
13. Michael Kennedy—Senior Fellow/Post-Doctoral Fellow, UBC, Canada British Columbia
14. Lawrence Loi (class of 2021)

Undergraduate Honors Theses (Chaired) through University's Honors College

1. Anna Osborne 2016
2. Casey Hamlett 2010

Fellowship/ Grants

1. Cochran Fellowship proposal under review (2018)

Honors and Awards

Norbert Szyperski Technology and Innovation Management Award, FGF, Germany <https://www.fgf-ev.de/awards/>. Awarded on October 12, 2018. The prize is endowed with € 1,000. <https://www.fgf-ev.de/wp-content/uploads/2018/04/Announcement-KSG-Entrepreneurship-Research-Award-2018-englisch.pdf>).

Distinguished Paper Award at the AOM 2016 http://strdiv.org/?page_id=106. The Distinguished Paper Award goes to Annual Meeting submissions that reviewers rated in the top 1%.

Class of 2016 Outstanding Pullman MBA Faculty of the Year—WSU

2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2010 Summer Research Grant—WSU

2017, 2016, 2015, 2014, 2013, 2012, 2011, 2010 Dean's Excellence Award—WSU

2012 Outstanding College of Business Research Faculty Award—WSU

2012 WSU Provost's Leadership Academy (2012 Cohort Group) {Selection criteria: "Deans and Chancellors recognize early and mid-career faculty who show promise as leaders and positive role models in their colleges"}

2013 Outstanding College of Business Teaching Faculty Award—WSU

Nominated for Richard G. Law Excellence Award for Undergraduate Teaching

Evert McCabe Research Fellowship Award at University of Washington

U.S. Automobile Industry Research Fellowship at University of Washington

Thunderbird Academic Excellence Scholarship(s) (Awarded full tuition waiver for the M.B.A. program worth over US \$ 40,000 in 1997-1998)

AIG sponsored Hugh M. Blake International Insurance Scholarship at Thunderbird

Associate Membership of Thunderbird Corporate Consulting Group

Asian Development Bank Scholarship

Talent Search Examination (statewide) Merit Scholarship in India

Appointments and Work Experience

Associate Professor, Washington State University, Pullman, WA, Aug. 2013

Assistant Professor, Washington State University, Pullman, WA, Aug. 2007-present

Research and Teaching Assistant, University of Washington, Seattle, WA, Oct. 2002-July 2007

Adjunct Professor {Korea University International Summer Campus (KU ISC), 2014-2015

Visiting Assistant Professor, Birla Institute of Technology, India, Oct. 2001- Oct. 2002

Research Assistant, Thunderbird, AGSIM, Glendale, AZ, Aug. 1997- Aug. 1998

Assistant Business Analyst (Business Process Redesign), Thunderbird Corporate Consulting, Glendale, AZ, Oct. 1998-Aug. 1999

Business Development Manager, Compaq division, Unicorp Microdata, India 1995-1997